

DEPARTMENT OF DEFENSE WAGE COMMITTEE
(Appropriated/Nonappropriated Fund)
Summary of 2413th Meeting – November 22, 2016

Purpose of Meeting: To consider the following:

NONAPPROPRIATED FUND

1. York, Maine (Wage Change)

APPROPRIATED FUND

2. San Diego, California (Wage Change)
3. San Bernardino-Riverside-Ontario, California (Full Scale)
4. New London, Connecticut (Full Scale)
5. New London, Connecticut (Special Rate) (Full Scale)
6. Panama City, Florida (Full Scale)
7. Chicago, Illinois (Full Scale)
8. Pensacola, Florida (Wage Change)
9. Central Illinois (Wage Change)
10. Des Moines, Iowa (Wage Change)
11. Baltimore, Maryland (Wage Change)
12. Southwest Power Rate Schedule (Full Scale)
13. North Central Power Rate Schedule (Full Scale)

ADDED ITEMS:

NONAPPROPRIATED FUND

14. El Paso, Texas (Survey Specifications)

APPROPRIATED FUND

15. San Bernardino-Riverside-Ontario, California (Addendum to Survey Specifications)
16. Sacramento, California (Survey Specifications)
17. Stockton, California (Survey Specifications)
18. Meridian, Mississippi (Survey Specifications)

The meeting was closed to the public on the basis of a determination under section 10(d) of the Federal Advisory Committee Act (Public Law 92-463) that the closing is necessary because matters considered relate to the internal personnel rules and practices of the Department of Defense and the wage survey data considered by the Committee in the development of FWS schedule recommendations have been obtained from private industry with the guarantee of confidentiality (5 USC 552b).

Alt. Chairman: Mr. Eric Clayton

DFO: Mr. James Brady

Members: Mr. Gary Buck

Ms. Rosemary Meriwether

Mr. Jason Munro

Chief, Wage & Salary Division

(Army)

Absent

(DLA)

(Navy)

Absent

(AFGE)

(Air Force)

Mr. Bill Dougan

(NFFE)

Technical Staff:

Ms. Rebecca Chaves

NAF Presenter

Mr. Karl Fendt

AF Presenter

Mr. William Becht

NAF Recorder

Ms. Stacy Nelson

AF Recorder

Ms. Rebecca Russenberger

NAF Observer

Proceedings: The meeting convened at 10:00 a.m. at 4800 Mark Center Drive, Room 05K25, Alexandria, Virginia.

NONAPPROPRIATED FUND

(1) York, Maine (Wage Change) (Chaves)

The wage change exhibits were distributed and reviewed. The Staff-proposed line, Unit-All Data, provides an average increase of 2.57% or 39 cents per hour. The Committee adopted the Staff-proposed line by consensus.

APPROPRIATED FUND

(2) San Diego, California (Wage Change) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The area qualifies for an aircraft dominant industry. Adequate industry and data are found within the area.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.14 per hour at grade 1 to \$0.59 per hour at grade 15 with an average of \$0.3626 per hour, or 1.52%. The increase from the present San Diego-Carlsbad, CA GS locality restricted schedule to the new unrestricted schedule averages \$2.1406 per hour, or 9.74%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$2.7400 per hour, or 12.82%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(3) San Bernardino-Riverside-Ontario, California (Full Scale) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The area qualifies for an aircraft dominant industry and the reference area is San Diego, California.

The Staff-proposed payline, using the inside-the-area data only is the Unit (All Data) line. Data-Fit by Job Average: Sixteen of the 21 survey job averages with 6,485 samples representing 76.98% of the data fit the unit line, and the remaining 5 with 1,939 samples

representing 23.02% of the data fit the frequency line. Data-Fit by Grade Average: Six of the 11 grade weighted averages with 5,308 samples representing 10 jobs and 63.01% of the data fit the unit line, and the remaining 5 with 3,116 samples representing 11 jobs and 36.99% of the data fit the frequency line. The trend lines cross between grades 3 and 4. The Staff recommended the unit line as the most representative wage line.

The Staff-proposed payline using the reference area data is the Unit (All Data) line. Data-Fit by Job Average: Sixteen of the 21 survey job averages with 6,575 samples representing 77.04% of the data fit the unit line, and the remaining 5 with 1,959 samples representing 22.96% of the data fit the frequency line. Data-Fit by Grade Average: Six of the 11 grade weighted averages with 5,358 samples representing 10 jobs and 62.78% of the data fit the unit line, and the remaining 5 with 3,176 samples representing 11 jobs and 37.22% of the data fit the frequency line. The trend lines cross between grades 3 and 4. The Staff recommended the unit line as the most representative wage line.

Application of the formula for adding the aircraft data results in a Staff-proposed payline derived as follows: the rate for grade 1 is from the combined data line which included data from the San Diego, California aircraft establishments, and the rates for grade 2 through grade 15 are from the within-area line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.53 per hour at grade 1 to \$1.15 per hour at grade 15 with an average of \$0.8166 per hour, or 3.36%. The increase from the present Los Angeles-Long Beach, CA GS locality restricted schedule to the new unrestricted schedule averages \$2.8979 per hour, or 13.07%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Mr. Munro moved, seconded by Mr. Buck, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(4) New London, Connecticut (Full Scale) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed payline is the Unit (All Data) line. Data-Fit by Job Average: Eight of the 15 survey job averages with 517 samples representing 52.12% of the data fit the unit line and the remaining 7 with 475 samples representing 47.88% of the data fit the frequency line. Data-Fit by Grade Average: Four of the 7 grade weighted averages with 708 samples representing 12 jobs and 71.37% of the data fit the unit line and the remaining 3 with 284 samples representing 3 jobs and 28.63% of data fit the frequency line. The trend lines do not cross. The Staff recommended the unit line as the best-fit wage line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.26 per hour at grade 1 to \$0.74 per hour at grade 15 with an average of \$0.4973 per hour, or 2.04%. The increase from the present Hartford-West Hartford, CT-MA GS locality restricted schedule to the

new unrestricted schedule averages \$4.1439 per hour, or 20.03%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Mr. Buck moved, seconded by Ms. Meriwether, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(5) New London, Connecticut (Special Rate) (Fendt)

Survey exhibits were distributed and reviewed for the High Voltage Electrician special rate. Mr. Fendt provided a summary of the survey results.

The unrestricted rate increased \$2.40 per hour, or 7.00%. The increase from the present Hartford-West Hartford, CT-MA GS locality restricted schedule to the new unrestricted schedule is \$5.8100 per hour, or 18.84%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed special rate was adopted by consensus.

MOTION: Mr. Buck moved, seconded by Ms. Meriwether, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(6) Panama City, Florida (Full Scale) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed payline is the Unit (All Data) line. Data-Fit by Job Average: Six of the 12 survey job averages with 248 samples representing 47.97% of the data fit the unit line, and the remaining 6 with 269 samples representing 52.03% of the data fit the frequency line. Data-Fit by Grade Average: Two of the 5 grade weighted averages with 379 samples representing 8 jobs and 73.31% of the data fit the unit line, and the remaining 3 with 138 samples representing 4 jobs and 26.69% of the data fit the frequency line. The trend lines cross between grades 3 and 4. The Staff recommended the unit line as the most representative wage line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.16 per hour at grade 1 to \$0.97 per hour at grade 15 with an average of \$0.5613 per hour, or 2.59%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$2.1466 per hour, or 10.68%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Mr. Munro moved, seconded by Ms. Meriwether, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(7) Chicago, Illinois (Full Scale) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed payline is the Unit (All Data) line. Data-Fit by Job Average: Fourteen of the 25 survey job averages with 5,381 samples representing 55.38% of the data fit the unit line, and

the remaining 11 with 4,335 samples representing 44.62% of the data fit the frequency line. Data-Fit by Grade Average: Eight of the 10 grade weighted averages with 7,012 samples representing 23 jobs and 72.17% of the data fit the unit line, and the remaining 2 with 2,704 samples representing 2 jobs and 27.83% of the data fit the frequency line. The trend lines do not cross. The Staff recommended the unit line as the best-fit wage line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.30 per hour at grade 1 to \$1.22 per hour at grade 15 with an average of \$0.7620 per hour, or 2.97%. The increase from the present Chicago-Naperville, IL-IN-WI GS locality restricted schedule to the new unrestricted schedule averages \$2.2320 per hour, or 9.25%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$2.6000 per hour, or 10.95%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Ms. Meriwether moved, seconded by Mr. Buck, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(8) Pensacola, Florida (Wage Change) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.24 per hour at grade 1 to \$1.18 per hour at grade 15 with an average of \$0.7060 per hour, or 2.78%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$3.2406 per hour, or 14.17%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(9) Central Illinois (Wage Change) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.10 per hour at grade 1 to \$0.77 per hour at grade 15 with an average of \$0.4366 per hour, or 1.98%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$0.8326 per hour, or 3.85%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(10) Des Moines, Iowa (Wage Change) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.22 per hour at grade 1 to \$0.40 per hour at grade 15 with an average of \$0.3086 per hour, or 1.37%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted

schedule averages \$1.5360 per hour, or 7.21%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(11) Baltimore, Maryland (Wage Change) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.21 per hour at grade 1 to \$1.14 per hour at grade 15 with an average of \$0.6706 per hour, or 2.73%. The increase from the present Washington-Baltimore-Arlington, DC-MD-VA-WV-PA GS locality restricted schedule to the new unrestricted schedule averages \$1.5880 per hour, or 6.72%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(12) Southwest Power Rate Schedule (Full Scale) (Fendt)

In accordance with the Water Resources Development Act of 2007, Public Law 110-114 Sec. 5026, survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed schedule provides adjustments ranging from \$2.50 per hour at the Power Plant Trainee I position to \$4.06 per hour at the Power Plant Senior Controller position with an average of \$3.34 per hour, or 8.66%.

The Staff-proposed line was adopted by consensus

(13) North Central Power (Full Scale) (Fendt)

In accordance with the Water Resources Development Act of 2007, Public Law 110-114 Sec. 5026, survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed schedule provides adjustments ranging from \$2.50 per hour at the Power Plant Trainee I position to \$3.78 per hour at the Power Plant Shift Operator position with an average of \$3.13 per hour, or 8.66%.

The Staff-proposed line was adopted by consensus

ADDED ITEMS:

NONAPPROPRIATED FUND

(14) El Paso, Texas (Survey Specifications) (Chaves)

The survey specifications were distributed and reviewed. The Committee adopted the survey specifications by consensus.

APPROPRIATED FUND

(15) San Bernardino-Riverside-Ontario, California (Addendum to Survey Specifications) (Fendt)

The proposed addendum to specifications was distributed and reviewed. San Diego, California was determined to be the nearest wage area with both adequate aircraft industry and data.

The Committee adopted the addendum as presented and by consensus.

(16) Sacramento, California (Survey Specifications) (Fendt)

The proposed survey specifications were distributed and reviewed. There were no significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

(17) Stockton, California (Survey Specifications) (Fendt)

The proposed survey specifications were distributed and reviewed. There were no significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

(18) Meridian, Mississippi (Survey Specifications) (Fendt)

The proposed survey specifications were distributed and reviewed. There were no significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

The meeting adjourned at 10:30 a.m.



Eric Clayton
Alt. Chairman
DoD Wage Committee